

CIVIL SERVICE COMMISSION REGULAR MEETING

Tuesday, May 8, 2012, 2:00 p.m.

City Hall, 45 Lyon Terrace, Wheeler A and B, Bridgeport, CT 06604

MINUTES

Commissioner Guedes called the May 8, 2012 regular meeting of the Civil Service Commission to order at 2:10 p.m. Present were Commissioners Rodgers, Plummer, and McBride. Also attending were Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and City Attorney John Mitola, Deputy Chief Anthony Armeno, Lt. Rebeca Garcia and members from OIA.

1. Meeting Minutes - APPROVED

The minutes from the regular meeting held on April 10, 2012 and the minutes from the special meetings held on April 23, 2012; April 24, 2012; and April 30, 2012 were submitted for review. Mr. Dunn stated that they were in order. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the minutes from April 10, 23, 24, and 30 were approved.

2. Merit Increases

No one eligible.

3. Permanent Appointments – CERTIFIED FOR RECORD

Mr. Dunn explained that the permanent appointments were in order according to the respective Collective Bargaining Agreements. The following permanent appointments were certified:

NAME	TITLE	DEPARTMENT	EFFECTIVE
Holloway Anjerice	Accounting Clerk I	COMPTROLLERS	04/11/2012
Morton Robert	Fire Assistant Chief	FIRE	04/20/2012
Mullenax Ryan D.	Police Officer	POLICE	4/25/12

4. Fire Department – Executive Secretary – GRANTED

The Commission received a request from Fire Chief Brian Rooney to eliminate one (1) NAGE position of Stenographer and one (1) Typist 1 from the Fire department Table of Organization and reclassify them to the position of Executive Secretary, which would be in the Bridgeport City Supervisors Association. Mr. Dunn explained that in addition to Chief Rooney's Acting Executive Secretary that also under the 2 prior Fire Chiefs (Grover and Maglione) the Executive Secretary was acting. Chief Rooney wanted to correct this when his A/Executive Secretary retires at the end of June. This reclassification will also be a cost savings.

Mr. Dunn further explained that the Fire department has about 15 civilian jobs on the original Table of Organization. He said that NAGE does not have to be onboard, as this is basically a paper change. There are no incumbents in the positions of Stenographer or Typist 1 and there is no likelihood of filling these positions. Neither position has recall rights. There are Typist 1's in other areas of the Fire department and the Chief would not hire a Typist 1 for the position of Executive Secretary.

The position of Executive Secretary is competitive and will continue to be paid at that level. The opening will be posted City-wide and will be advertised. On a motion made by Commissioner

Plummer and seconded by Commissioner Rodgers the Commission approved Fire Chief Rooney's request to eliminate one (1) position of Stenographer and one (1) position of Typist 1 from the Fire department Table of Organization and reclassify them to an Executive Secretary position.

5. Job Description Change for Public Safety Communications Supervisor – TABLED

The Commission received a request from Ms. Doree Price to change the job description for Public Safety Communications Supervisor. Mr. Dunn asked that this matter be tabled until the June Civil Service Commission meeting because Labor Relations and the Supervisors union have intervened. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the matter was tabled to the June Commission meeting.

6. Reallocation and Job Title Change Request /Zoning Department - GRANTED

The Commission received a request from Mr. Dennis Buckley, Department Head, to change a job title from Mini-Computer Operator to Zoning Coordinator. Mr. Buckley explained that Mini-Computer Operator does not accurately describe the duties of the position. Commissioner Guedes asked Mr. Buckley why he would not leave well enough alone. Mr. Buckley explained that he did not want to lose Ms. Blackwell to bumping in the event of a layoff because there are so many zoning applications pending and it would be disastrous for somebody new to the department to handle. He has no cushion to fall back on in the department. Commissioner McBride asked if other departments may have similar requests and Mr. Dunn replied that it is possible that other departments may follow suit.

Attorney Mitola explained that after the Commission's vote the new position would most likely have to be approved by the City Council. Mr. Dunn disagreed and Attorney Mitola said he would double-check because a new position is being created. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission approved the reallocation and job title change requested by Mr. Buckley.

7. Michael Hawkins Appeal – TABLED

The Commission received a request from Mr. Hawkins regarding his employment termination from the Library. Mr. Scott Hughes explained that at the request of Mr. Hawkins' supervisor, Paula Keegan, Mr. Hughes supported Mr. Hawkins' termination. Mr. Dunn explained that Mr. Hawkins worked as a part-timer at the Library for 6 years and as a part-time employee there were no probationary reports completed. The probationary reports from his promotion showed marginal to fair markings and that there was no growth or improvement. Mr. Hughes said that in speaking with Ms. Keegan that Mr. Hawkins' tardiness was a major concern and that Ms. Keegan had put a lot of thought into her decision. Commissioner Guedes asked Mr. Hughes if a 6 month extension of probation was an option and Mr. Hughes said it was not something he had considered but he would consider it.

Mr. Hawkins told the Commission that he worked hard and had worked throughout the system at all of the branches. He said the first 3 months at the North End Branch were fine and there was an issue with the bus schedule and not having a security code access into the library and often he would have to wait for a full-time employee or maintenance to let him into the library. He believed he had an agreement with Ms. Keegan that when he was late he could make up his lost time during his lunch break. Commissioner Plummer asked Mr. Hawkins if he had ever been counseled for tardiness and Mr. Hawkins said only when Ms. Keegan reviewed his probationary reports with him.

The Commission requested to have Ms. Keegan present to gain more clarity about the matter. On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the matter was tabled to the June 12th meeting.

8. Christopher Mathew Sneed Appeal - DENIED

The Commission received a request for an appeal from Mr. Sneed regarding his disqualification from Police #2302 by the Personnel Director. Mr. Dunn explained that Mr. Sneed did not appear for the meeting. He also did not reply to a phone message left for him to review his polygraph. On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission unanimously denied Mr. Sneed's appeal.

9. Richard John Risteen Appeal - DENIED

The Commission received a request for an appeal from Mr. Risteen regarding his disqualification from Police #2302 by the Personnel Director. Mr. Risteen was accompanied by Attorney Brian Romano, who submitted 3 documents for the record. Mr. Dunn explained that his primary concern was from the polygraph report in that the polygrapher reported Mr. Risteen was deliberately flexing his bicep where the blood pressure cuff was attached and that the movement skewed the cardiac tracings and it was apparent that it was only occurring during the question presentation. Mr. Dunn said additionally there were concerns with a DUI arrest in 2005, alcohol use, motor vehicle history, and narcotic usage when he was younger. Sergeant Llanos explained to the Commissioners that Mr. Risteen had applied to many different departments and some failed him on the same standards.

Attorney Romano stated that Mr. Risteen never had the opportunity to be heard in the past and that on paper he did not look good. He further explained that Mr. Romano works out every day and that he wants to be a male model. While he was flexing he had no intention of tampering. He further stated that by his own admissions he made that was not hiding anything. Mr. Risteen had no convictions for smoking marijuana yet he reported it. With regard to the State of Florida DUI, there was no admission of guilt yet he was adjudicated to be guilty. If he had a lawyer, (he had not because he was a student and did not have money for a lawyer) the likely result would have been no plea of guilty to any misdemeanor. Mr. Risteen is very conscious of his health because he wants to be on a cover. Attorney Romano added that Mr. Risteen was not at fault on any of the items Mr. Dunn mentioned. There was no speeding infraction in Florida and 1 in either Maryland or Virginia. The bottle of tequila that Mr. Risteen accepted as a gift is still unopened. Attorney Romano added that Mr. Risteen is a good candidate for police officer. Attorney Romano submitted a New York Driving Abstract.

Mr. Risteen thanked the Commission for its time. He said he went through great lengths to show panels like the Civil service Commission and departments that he got his B.S. in Criminal Justice from Penn State University and made Dean's List multiple times. For 2 years and 4 months he has been responsible for security at a corporate building and in the past 7 years he has done nothing wrong. He said that he has been a part of very large candidate pools. When he got the DUI he was 20 years old and made mistakes and he has paid for them.

Lt. Garcia stated that Mr. Risteen applied to 28 departments and added that Mr. Risteen is not from Bridgeport. She asked him what he knows about Bridgeport. He replied that he knows that Bridgeport is a diverse community where he can make a difference on a large scale. He also knew the number of police on the Bridgeport force and the number of city residents. He said he

needs a job and would take a position in Bridgeport over another offer. He added that he grew up in Fairfield County and working in Bridgeport would be being close to home.

Deputy Chief Armeno stated that he was encouraged by Mr. Risteen's interest in criminal justice but that he would stand by the benchmarks set by the Personnel Director. He suggested that Mr. Risteen put some time behind the DUI and show some community work. Commissioner Guedes added that Mr. Risteen showed a lot of passion and yet benchmarks are set. Commissioners McBride, Plummer, and Rodgers each voted to deny Mr. Risteen's appeal.

10. Anthony Gianpoalo Appeal - TABLED

The Commission received a request for an appeal from Mr. Gianpoalo regarding his disqualification from Police #2302 by the Personnel Director. Mr. Gianpoalo was represented by Attorney John Gulash. On a motion made by Commissioner McBride and seconded Plummer the Commission entered executive session at 3:12 p.m. and returned to public session at 3:40 p.m. On a motion made by Commissioner Plummer and seconded by Commissioner McBride the appeal was tabled to the June 12, 2012 regular monthly meeting of the Civil Service Commission. Mr. Gianpoalo will be sent for a psychological evaluation and OIA will complete the background investigation.

For the record it is noted that Commissioner McBride left the meeting at 3:42 p.m.

11. Anthony Buzzeo Appeal – DENIED

The Commission received a request for an appeal from Mr. Buzzeo regarding his disqualification from Police #2302 by the Personnel Director. Mr. Buzzeo was accompanied by his wife. On a motion made by Commissioner Plummer and seconded by Commissioner Rodgers the Commission entered executive session at 3:44 p.m. and returned to public session at 4:15 p.m. Commissioners Plummer and Rodgers respectively voted to deny the appeal. Mr. Buzzeo's appeal was unanimously denied.

12. Personnel Director's Report

Fire Captain Status - Mr. Dunn told the Commission that the Fire Captain written and oral exam was scored and the list was published on April 30, 2012. It is in a 30 day review period now through May 31st. Two junior lieutenants scored first and second; three senior lieutenants scored third, fourth, and fifth and a junior lieutenant scored 6th. June 4th is the next court date. Mr. Dunn reported that he thinks we will be asked to not certify the list. He also said that the lawsuit has caused some strain in the department.

Firefighter Structured Oral Interviews – Mr. Dunn told the Commissioners that Lisa Kollman has been entering the data and it should be sent to the testing company by May 9th. Over 500 candidates went through the structured oral interview process. Mr. Dunn said the class needs to be ready by August 1 because the Fire Academy begins the last week of August.

Police Academy – Mr. Dunn reported that the Civil Service department has about 25 candidates ready to go. He understands that Chief Gaudett wants a class of 31 and the requisition is in process. Mr. Dunn added that there are negotiations with the Police union that needs to be completed before a new class is hired.

Mr. Dunn asked for a special meeting the week of May 14 for another police appeal hearing.

On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer the regular monthly meeting of the Civil Service Commission was adjourned at 4:27 p.m.